



## Avanti Institute Updates

### Learning, Teaching and Standards Committee Meeting

#### 1. Teach First

Here is an update on our partnership with Teach First and the outline of Avanti's School-Centered Initial Teacher Training Pilot (SCITT) programme, scheduled to start in September 2023. We currently have two participants confirmed for the Primary route of the programme. We will continue actively recruiting additional participants for both the primary and secondary routes of the programme in the next few weeks. We are hopeful that we will have a strong cohort by the time the programme begins in September.



The Teach First/Avanti SCITT programme is a one-year teacher-training course which enables trainees to train and develop their skills in the classroom.

- Trainees spend the majority of their week interacting with pupils and working as a member of the teaching staff in a local school.
- The program includes two school placements, a core placement in the main school for four days per week and a second placement in a partner school for six weeks in the spring term.
- Trainees receive outstanding teacher training and development through a curriculum developed by Teach First, which includes online learning, live seminars, conference days and in-school mentoring.
- Trainees work with a school-based mentor who supports their development over time and meet with them individually for 1.5 hours each week and a lead mentor oversees their training and development within Avanti.

Over the coming months, SV and RU will be working closely with Teach First colleagues and our confirmed participants to finalise the full training programme for the Autumn term. This programme will provide them with the skills, knowledge and experience they need to succeed in the programme. This pilot School-Centered Initial Teacher Training (SCITT) collaboration with Teach First is an exciting development for the Avanti Trust as it marks the beginning of our journey towards developing high-quality teachers who will shape the next generation of learners for our schools.

More information here: [Train to Teach at Avanti – Avanti Institute](#)

We have appreciated the support from central team members; Louise Houston manages the programme's administration and Suki Ryder leads the marketing efforts and has been visiting university career events to attract potential candidates. Huge thanks also go to SV who has been an integral lead on this programme to date.

#### 2. Chartered Teacher Programme with the National College

The Avanti Institute is pleased to report that five of its staff members across 3 Avanti schools (Avanti Fields, Avanti Park and Avanti Grange) have begun the Chartered Teacher Programme with the Chartered College of Teaching, specifically the "Evidenced Informed Practice" section of the course. These staff members began the program in February of this year. Additionally, another member of staff is set to commence the Development of Teaching Practice Award soon.

Evidence-informed practice is essential in school improvement because it:

- Provides a clear understanding of what works in teaching
- Helps to focus on students' needs
- Encourages a culture of continuous learning and development
- Supports effective collaboration among staff members.

Our goal is to have five chartered teachers in each school by 2025. We recognise that the evidence-informed practice pathway is crucial for Avanti as this approach to professional development enables us to stay current with the latest research and practices, ensuring that our teachers have access to the most effective strategies for promoting student achievement. Avanti is proud to be a partner with The Chartered College of teaching. More information about the full programme here: [Avanti Chartered Teacher Status – Avanti Institute](#)

#### 3. CPD Monday Updates

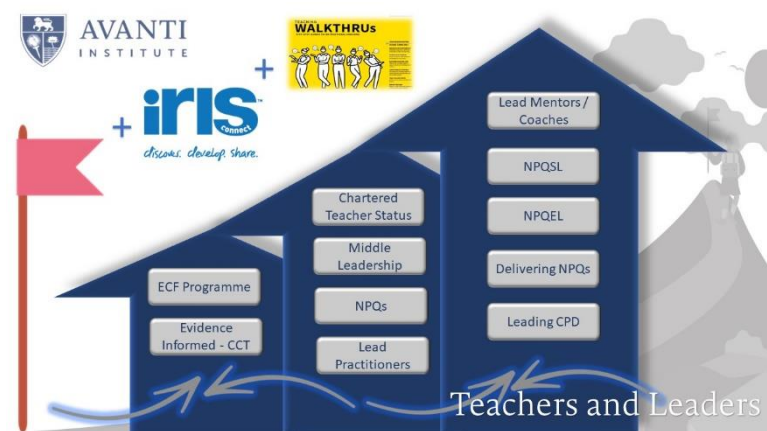
Our final Avanti Institute professional development event of the year is on Monday May 15<sup>th</sup> 23. Feedback on this year's offer from Principals and members of our Avanti Teaching and Learning Network has been positive. There has been

excellent 'buy-in' from staff in recent events and this is outlined in surveys, discussions and Power BI reports. A sample of the Institute's most recent CPD offer can be found here: [CPD MONDAY 4 – Avanti Institute](#)

As a trust, our objective now is to guarantee that all CPD events delivered through the Avanti Institute are aligned across all our schools and suggest that we agree a day and time that suits the majority. These integral decisions will be made in the summer term. Aligning the Avanti Institute CPD offer will promote consistency in the learning experience for all teachers and classroom support staff and aims to meet the unique needs of each school as well as addressing Trust wide areas of development. RU will undertake a comprehensive visit to each school during the summer term to gain insight into the nature and scope of the CPD activities being implemented, as well as the strategies employed for their successful delivery.

Through the engagement of all school leaders in the planning process in the summer term and then a collaborative development of a framework that meets the unique requirements of both the Trust and individual schools, the Avanti Institute will subsequently customise the CPD programme for September 2023 to effectively address these specific focus areas. We will also consider our pedagogical approach into how we deliver CPD to schools. Currently there are 8 Pathways (the 8th Pathway added recently is our Post-16 Pathway). However, once we have conducted discussions with senior leaders, we may want to condense these.

From September, we will support Avanti staff who are actively involved in the Early Years Framework (including Early Career Teachers and ECT+1s), National Professional Qualification (NPQ), Master of Arts (MA) or Apprenticeship programmes. Our approach involves staff prioritising these programmes over the Avanti Institute CPD offer and providing necessary resources and opportunities to ensure that staff feel supported, which reinforces our aim to reduce workload.



The Avanti Institute will also increase the offer of Professional Learning Networks (PLNs) for our Teaching and Teaching support staff. We currently have PLNs for Inclusion, Learning and Teaching, PRE as well as for EYFS, Year 2 and Year 6. PLNs are essential (particularly for smaller / one form entry Primary Schools) as they provide a wider platform for Avanti staff to collaborate with each other in their specific subject / Phase. These networks provide a professional space for staff to discuss, share and collaborate on specific content knowledge, resources and best practices including investigating evidence-informed practice.

RU was able to share our Avanti CPD/School Improvement journey at a recent South West Leaders conference. More here: [PowerPoint Presentation \(avanti.org.uk\)](#)

#### **4. National Professional Qualification for Senior Leaders with the Church of England**

Eleven current or aspiring Senior Leaders from Avanti schools have recently begun their National Professional Qualification for Senior Leadership (NPQSL) program in partnership with the Church of England Education office. Sarah Kurth (Avanti Fields) and Shriti Bellare (Krishna Avanti Primary School Harrow) are leading the delivery of the sessions and are looking forward to an in-person event later in the summer term. Again, huge thanks to SV who has been an integral lead on this programme's induction.

The NPQSL program is designed to enhance the leadership skills of senior leaders and prepare them for the challenges of leading and managing schools in an increasingly complex and dynamic educational landscape. Through a combination of theory and practice, the program aims to develop leaders who are capable of driving improvements in teaching standards and outcomes, promoting staff development and engagement and leading sustainable change within their schools.

The NPQSL program is a key element of our focus on succession planning, aimed at developing a pipeline of strong and effective leaders across Avanti Schools Trust.

**Rebecca Underwood**  
**School Improvement Lead: Teacher Development**